

Strategy Engagement Manager (KTP Associate)

Department	Hunter Centre for Entrepreneurship (www.strath.ac.uk/business/huntercentreforentrepreneurship/)		
Faculty	Strathclyde Business School (www.strath.ac.uk/business/)		
Staff Category	KTP	Reference No	335518
Reports To	Professor Dave Mackay (Academic Supervisor); Shelley Kay (Company Supervisor)	Grade:	RS79
Salary Range:	Up to £34k p.a. plus £4k training and development budget	Contract Type:	Fixed Term (24 months)
FTE	1	Closing Date	13/12/2020

Job Advert

This is an exciting opportunity for an ambitious, business-oriented graduate to further develop their career by working on a 2-year Knowledge Transfer Partnership (KTP) project between Scottish Hydro Electric Transmission (SHE Transmission) and the University of Strathclyde. The role seeks to engage the business organisation in the achievement of its strategic objective and goals through the design and implementation of a strategy engagement 'playbook' and associated processes to ensure strategy is intrinsic to day-to-day business operations.

SHE Transmission is part of the SSE Group, responsible for the electricity transmission network in the north of Scotland. SHE Transmission operates under the name of Scottish and Southern Electricity Networks, together with its sister companies, Scottish Hydro Electric Power Distribution (SHEPD) and Southern Electric Power Distribution (SEPD), who operate the lower voltage distribution networks in the north of Scotland and central southern England. As the Transmission Owner (TO), SHE Transmission maintains and invests in the high voltage 132kV, 220kV, 275kV and 400kV electricity transmission network in the north of Scotland. The network consists of underground and subsea cables, overhead lines on wooden and composite poles and steel towers, and electricity substations, extending over a quarter of the UK's land mass crossing some of its most challenging terrain. Providing power to communities by providing a safe and reliable supply of electricity by taking the electricity from generators and transporting it at high voltages over long distances through our transmission network for onwards distribution to homes and businesses in villages, towns and cities.

It is SHE Transmission's strategic objective to enable the transition to the low carbon economy. To measure success, the business has ambitious goals over the coming five years to connect the renewable energy that will power 10 million homes and businesses, while at the same time reduce its own business greenhouse gas emissions in line with a 1.5 degree warming pathway. Achieving these goals will require significant innovation and commitment from the business and its stakeholders.

This KTP seeks to develop and embed the business systems and people behaviours that will enable SHE Transmission to achieve - and go beyond - its goals. The KTP is intended to support strategic transformative change in the ways of working and mindset of the organisation. This is not an incremental revision to existing working practices, but instead will bring current best practice in management thinking to address the strategic challenge of our generation – climate change. The successful candidate will have the opportunity to develop their strategic, technical and operational skills in an industry at the forefront of supporting the transition to a low carbon economy and supporting 'A Network for Net Zero'.

What is the Role?

The role of the Strategy Engagement Manager will be to support steps to shift a traditional engineering culture towards high engagement implementation practice. By exploring options for human centred and creative approaches to inclusion and

engagement, the requisite collaborative implementation knowledge, skills and behaviour to achieve the businesses strategic goals will be embedded into the management and operational teams. In this role there will be real responsibility for the identifying and installing the required methods to engage, along with implementing the processes and systems to create structural conditions conducive to engaged strategic practice across a live business environment.

What do I need?

To be considered for the role, you will have a Master's degree in a relevant business or management subject (ideally an MBA) with significant relevant work experience, including an active role in change initiatives. A first degree or experience of engineering or process / systems design is desirable.

Practical experience of creative, innovative thinking to organisational engagement is key. In addition, you will have a demonstrable interest in systems and process design. As a strong communicator with excellent influencing and negotiation skills you will be comfortable liaising across all levels of the business, with academic partners and wider stakeholders. You will have high self- and cultural- awareness and a collaboration mindset. It is essential that you have a proactive approach and are self-motivated in identifying the best way to deliver goals and objectives. This should be supported by a willingness to experiment with new approaches when delivering change.

The position offers the KTP Associate the following benefits:

- A challenging and rewarding job, with real responsibility within the work environment
- A planned programme of training courses, including a £4,000 personal development budget
- Mentoring from industrial and academic supervisors
- Support and resources from the University
- The opportunity to make important and tangible improvements in large and dynamic company

The post will be mostly based remotely (subject to Covid-19 guidelines) or at the company premises in Glasgow.

This role will support a project that is part of the Knowledge Transfer Partnership (KTP) programme that aims to help businesses improve their competitiveness and productivity through better use of knowledge, technology and skills that reside within the UK knowledge base. Successful Knowledge Transfer Partnership projects are funded by UK Research and Innovation through Innovate UK and are part of the government's Industrial Strategy. To find out how KTP works and the vital role you will play if you successfully secure a KTP Associate position please visit: www.ktpws.org.uk. There are over 200 vacancies currently available at www.ktp-uk.org/graduates or search 'KTP jobs'.

Please note this is a fixed term appointment (24 months)

Job Description

Brief Outline of Job:

This role seeks to engage the business organisation in the achievement of its strategic objective and goals through the design and implementation of a strategy engagement 'playbook' and associated processes to ensure strategy is intrinsic to day-to-day business operations.

Best practice in design thinking, human centred approaches, procedural justice and rationality, inclusivity and engagement in strategy practices will be deployed to design approaches to achieve high organisational engagement in strategic outcomes. Ultimately this will result in a set of organisational tools for strategy engagement that can be deployed across the organisation tailored to personnel, requirements and time available. Outcomes will be measurable and reported to senior management. This will be an enduring toolkit for future business success.

In parallel this role will build up an understanding of the SHE Transmission business and decide what aspects of the identified best practice will be applied to deliver the best results within the employee population. The role will need to work across the business to ensure that the identified initiatives are accepted, valued and integrated into normal business working. Additionally, the role will report throughout the process on progress, risks and opportunities as well as the business case used in securing the KTP sponsorship.

Main Activities/Responsibilities:

- I. Research best practice in design thinking, human centred approaches, procedural justice and rationality, inclusivity and engagement in strategy practices.

2.	Using interview, focus groups and dynamic enquiry methods, gather qualitative insights into narratives, myths, fears and possibilities for the implementation of cultural appropriate strategy engagement infrastructure from across SHE Transmission sites and hierarchical levels.
3.	Develop and implement a pilot workshop focused on development of strategy engagement infrastructure using 'knowledge loop' methodology and design thinking principles.
4.	Build "Activity Designs" methods playbook which defines how strategy engagement occurs according to the nature of the implementation requirement, personnel involved and time/practical resources available.
5.	Roll-out the strategy engagement infrastructure across SHE Transmission, ensuring it is a sustainable and enduring approach.
6.	Gather feedback about reporting and communication infrastructure from senior stakeholders – revise and refine approach based on live roll-out.
7.	Monitor and communicate progress against the original business case and the overall benefits to the KTP programme and SHE Transmission.

Person Specification

Educational and/or Professional Qualifications

(E=Essential, i.e. a candidate must meet all essential criteria to be considered for selection, D=Desirable)

E1 Master's Degree, ideally an MBA

D1 Undergraduate degree or experience of engineering or process / systems design

Experience

E2 Significant relevant work experience including an active role in change initiatives

D2 Interest in systems and process design

D3 Experience of project or programme management

D4 Innovative and creative problem solving of practical organisational challenges

Job Related Skills and Achievements

E3 Strong stakeholder engagement skills with a collaborative approach

E4 Good influencing and negotiation skills

E5 Great communication skills

Personal Attributes

E6 Strong proactive approach to work

E7 Ability to work and engage remotely

E8 Approachable and engaging manner

E9 An expressed interest in strategy and innovation practice

E10 High self and cultural awareness

Other Relevant Factors

D5 Knowledge of the GB energy sector

Application Procedure

Applicants are required to complete an application form including the name of three referees who will be contacted before interview without further permission, unless you indicate that you would prefer otherwise. Applicants should also submit a Curriculum Vitae and a covering letter detailing the knowledge, skills and experience you think make you the right candidate for the job. Applicants should also complete the Equal Opportunities Monitoring Form.

Other Information

Further information on the application process and working at Strathclyde can be found on our website (<http://www.strath.ac.uk/hr/workforus>).

Informal enquiries about the post can be directed to Professor Dave Mackay, Hunter Centre for Entrepreneurship (david.makay@strath.ac.uk / 0141 548 3502).

Conditions of Employment

Conditions of employment relating to the KTP Associate staff category can be found at: [Conditions of Employment](#).

Rewards and Benefits

Our staff have access to a wide range of outstanding benefits that include financial rewards, family friendly and wellbeing benefits and career development opportunities, details of which can be found [here](#).

Probation

Where applicable, the successful applicant will be required to serve a 6 month probationary period.

Pension

The successful applicant will be eligible to join the Universities' Superannuation Scheme. Further information regarding this scheme is available from [Payroll and Pensions](#).

Interviews

Interviews will be held during week commencing 11 January 2021

Equality and Diversity

We value diversity and welcome applications from all sections of the community.

The University currently holds a Bronze Athena SWAN award, recognising our commitment to advancing gender equality in academia across all academic disciplines and professional and support functions.

University Values

The University's Values capture what we're all about: who we are, what we believe in and what we stand for. [Our Values](#) have been derived from how we act and how we expect to be treated as part of Strathclyde.



Conditions of Employment

KTP Associates



1. GENERAL CONDITIONS

Members of staff are subject to the Charter and Statutes and the Ordinances and Regulations of the University, published in the Calendar, and to any amendments or additions thereto approved by the University Court and, in the case of the Charter and Statutes, Privy Council.

The University Court recognises the Strathclyde University and Colleges Union (SUCU) as the sole body with which it will negotiate and consult on all collective issues concerned with the terms and conditions of employment of Research staff. Such terms and conditions may be varied by the University Court after negotiation and consultation with SUCU.

The University operates probationary periods for new staff, the duration of which will be specified in individual letters of appointment. The normal probation period for posts in this staff category is 6 months. Further guidance on probationary procedures is published at <http://www.strath.ac.uk/staff/policies/hr/>.

Further information on the terms and conditions specified in this document and other staffing policies and procedures can also be found at www.strath.ac.uk/hr/.

Further information on the terms and conditions specified in this document is contained in the Staff Handbook, which also includes further details of such conditions as provision for sick/injury leave and pay, leave of absence, holidays and holiday pay, individual grievance procedures, review and disciplinary procedures and collective agreements. Should you not receive a copy of the handbook on appointment a reference copy is accessible by visiting Human Resources.

2. CONTINUOUS SERVICE

In the case of new appointments, unless otherwise stated in the letter of appointment, the date of continuous employment for the purposes of statutory employment rights will be taken to be the date of appointment contained therein. In the case of promotions, regradings or transfers, previous service is continuous.

3. ALLOCATION OF POST

The post to which each member of staff is appointed is allocated to both the University Department and/or other area(s), and the Company Partner named in the member's letter of appointment and any accompanying papers. Should the University Court and/or the Company Partner deem it necessary, in the furtherance of the objectives of the University (specified in its Charter) and/ or the objectives of the Company Partner, they shall, having consulted with the parties concerned and having received the advice of the Senate, re-allocate the post and/or the duties pertaining partially or wholly to it to another University department or area and/or to another Company Partner Department or to an associated Company. Any such re-allocation will be without prejudice to the other conditions of employment of the holder.

If the need arises during the course of employment for members of staff to work outside the U.K. for a period (or periods) of more than one month then such arrangements will be subject to mutual agreement. Members of staff would then be provided with a statement in advance setting out the terms covering such periods of employment.

4. RESPONSIBILITY AND SERVICE

The University is committed to ensuring that its business is conducted in an open and transparent manner and will take all appropriate steps to address risks of bribery or corruption. Members of staff are required at all times to act honestly and with integrity and to safeguard the resources for which they are responsible. The University has in place a robust Public Interest Disclosure (Whistleblowing) Policy to enable concerns to be brought to its attention. This is available at

<http://www.strath.ac.uk/publicinterestdisclosure/>. Other relevant policies, e.g. Fraud Prevention and Conflicts of Interests can also be found on the University's website.

Each member of staff is responsible for the proper performance of allocated duties to the person or persons specified in the member's letter and any accompanying papers. Unless otherwise indicated.

5. WORKING TIME

Working time is that required to fulfil the duties of the post and members of staff are expected to comply with the general working pattern of the KTP Company Partner. Further details in relation to working hours will be provided within the offer of employment and/or by the Company Partner on commencement of employment.

6. HOLIDAYS

Entitlement to accrue paid annual holiday will apply from the date of commencement and the accrual rate will be as per the provisions of the KTP Company Partner. Public Holidays will only apply where they are observed by Company Partner and it may be that these have to be taken from the annual leave entitlement where the Company does not apply a separate entitlement in this regard. Where Public Holidays are not observed by the Company Partner, these days may still be taken from the annual holiday entitlement, subject to authorisation. In cases where the Company Partner operates a period of annual closedown, these days may count against the accrued annual holiday entitlement, subject to the normal practices of the Company Partner. Further details and arrangements for requesting leave will be confirmed within the Offer of Employment and/or by the Company Partner on commencement of employment.

7. SICK LEAVE

During any period of absence through illness or injury provided the appropriate medical certificates are received the University will pay a member of staff (having taken account of the aggregate of all periods of absence due to illness during the twelve months immediately preceding the first day of the current absence) as follows:

Period of Continuous Employment at start of absence from work	Full Pay	Half Pay
Less than 1 year	1 month	1 month
1 year but less than 2 years	2 months	2 months
2 years but less than 3 years	4 months	4 months
3 years but less than 5 years	5 months	5 months
5 years or more	6 months	6 months

In order to manage the University's sick pay scheme the University requires to maintain sickness absence records on individual members of staff. When making payments after the expiry of statutory sick pay the University will deduct an amount equivalent to any benefit normally payable by the Department of Health and Social Security. For this and other details see staff handbook.

8. SALARY AND SUPERANNUATION

Salaries are payable monthly by means of a credit transfer to a specified bank account.

If you are under age 75 at the date your appointment commences you will automatically become a member of the pension scheme operated by the University – the Universities Superannuation Scheme (USS). You will be admitted to the career revalued benefits scheme called the USS

Retirement Income Builder, the contribution rate that currently applies is 9.6% of pensionable salary. A threshold applies to the maximum salary that counts towards the USS Retirement Income Builder. From 1 April 2020, the threshold is £59,585.72 per year. Contributions based on salary above the monthly equivalent rate of the threshold are paid to the defined contribution section of the scheme called the USS Investment Builder. Information regarding USS can be found in the scheme booklet located on the website: https://www.uss.co.uk/-/media/Project/USSMainSite/Files/For_members/Guides/Your_guide_to_Universities_Superannuation_Scheme.pdf. The scheme booklet is called 'Your Guide to the Universities Superannuation Scheme'.

The exception to automatic membership of the pension scheme applies if your post is located out with the UK in an EU member state. If this is the case membership of USS is not available to you.

The University operates a salary exchange arrangement, Pensions Plus, for members of the USS. Pensions Plus enables pension contributions to be made in a manner so that both employees and the University can benefit from available National Insurance Contribution savings. You will be automatically included in Pensions Plus, provided it does not adversely affect your take-home pay or your ability to claim certain state benefits. If your earnings fall below the Pension Plus pay protection limit you will be opted out of Pension Plus. This will not affect your membership of the USS.

New members of staff may opt out of USS within three months of taking up appointment and will then be treated as if they had never been a member of the scheme. After three months members of staff who wish to withdraw from USS during their employment will be required to give a minimum of 28 days' notice in writing to the University. Any member of staff who wishes to opt out should contact the Pensions Section, Finance, in the first instance (pensions@strath.ac.uk). Please note that if you are a member of Pensions Plus and withdraw from USS with less than two years of membership, or cease employment with the University and have less than two years of USS membership, the option of a refund of pension contributions will not be available to you. Instead, USS must provide you with a pension benefit that is payable from your Normal Pension Age. Regardless of whether you participate in Pensions Plus, if you are a member of the pension scheme for two years or more you are not entitled to a refund of pension contributions on leaving the scheme, you will be entitled to a pension benefit.

The University reserves the right to alter or withdraw Pensions Plus as it sees fit or as required to comply with legislative changes. Withdrawal or amendment of Pensions Plus will not affect your membership of USS. If you do not wish to participate in Pensions Plus but wish to remain in the pension scheme please contact the Pensions Team who will provide you with a non-participation form.

Information regarding pension scheme membership can be found on the Pensions pages of the University's website. Full information regarding USS can be found on the USS website – www.uss.co.uk

9. PLACE OF RESIDENCE

The University does not normally place specific restrictions upon the place of residence of members of staff. They are, however, expected to reside in a location which is compatible with the satisfactory fulfilment of all the duties associated with their appointment and with membership of the academic community.

10. PERIOD OF EMPLOYMENT

Members of staff are employed on the conditions indicated in individual letters of appointment and any accompanying papers. The University is not obliged to give notice of termination or continue any employment beyond the end of the fixed term period. Where the period of the contract of employment is for one year or less it may be terminated short of the fixed term period by 1 month's notice on either side. Where the period of the contract of employment is for more than one year, or where there have been a further contract or series of contracts immediately consecutive, the employment may be terminated short of the fixed term period by 3 months' notice on either side, except during the probationary period when the notice period is one month.

11. NOTICE AND TERMINATION

The employment of a member of staff is terminable by at least three months' notice in writing, on either side; except during probationary period when the notice period is one month. If notice is being given by a member of staff earlier release may be granted if this can be arranged without detriment to the work of the department or area. If the appointment is for a fixed term it will expire at the end of the period without the necessity for notice. Fixed term contracts may be terminated by either party short of the expiry date by the serving of one months' notice in writing. The University is not obliged to continue a fixed term appointment beyond the employment period.

Revised April 2020